

NEW HAMPSHIRE FIRE STANDARDS & TRAINING COMMISSION

Location: 222 Sheep Davis Road, Concord, NH
Mailing Address: 33 Hazen Drive, Concord, NH 03305
Telephone: 603-271-2661
Toll Free: 1-800-371-4503
Fax: 603-271-1091

MINUTES OF MEETING October 7, 2004

(Approved November 4, 2004)

Members Present: Edward Murdough, Ronald O'Keefe, David Duquette,
Stephen Carrier, Kevin Pratt, John Hoglund, Peter Russell,
Joseph Butts, Corey Landry, Richard Mason.

Members Absent: Karen Schlitzer, Earl Sweeney, Scott Weden, Al Burbank, J.
William Degnan.

Others Present: *Division of Fire Standards & Training*--Bruce McPherson,
Bureau Chief; Dennis Rosolen, Bureau Chief; Susan
Beaudoin, Recording Secretary.
Division of Forests & Lands (DRED)—John Dodge, Regional
Ranger.

I. CALL TO ORDER

Item 1. Call to Order. The meeting of the New Hampshire Fire Standards & Training Commission was called to order by Chair David Duquette at 10:08 a.m. on Thursday, October 7, 2004 at the Richard M. Flynn Fire Academy, Classroom 5, 222 Sheep Davis Road, Concord, NH. The Pledge of Allegiance was recited.

Item 2. Moment of Silence. A moment of silence was held for Firefighter Daniel Holmes of Rochester, who was a member of the National Park Service. He died from injuries received after the top of a 100-foot tree unexpectedly fell and struck him during a fire in California on October 2, 2004.

II. APPROVAL OF MINUTES

Item 1. September 2, 2004. *Motion* was made by Commissioner Carrier, seconded by Commissioner Russell, to approve the Minutes of

the September 2, 2004 Commission meeting with the following corrections:

- (a) Page 2, Section IV, Item 1 (c), add the word “the” before the word “completeness,” so the sentence will read: The Bureau is monitoring the time to task and the completeness.
- (b) Page 2, Section III, Item 2, change “Democratic National Convention” to “International Association of Firefighters Convention,” so the sentence will read: Chair Duquette reported that he attended a portion of the International Association of Firefighters Convention.

Motion passed unanimously.

III. CHAIR’S REMARKS

Item 1. Committee of Merit. Chair Duquette reported that he represented the Commission at the NH Fire Service Committee of Merit Awards Ceremony the night before, October 6, 2004. He said it was an honor to be on stage in Harold Harbour’s seat. Chair Duquette stated that Durham received awards for a lot of the events that happened during the two riots there in 2003. He said that comments from the recipients after the ceremony was a reflection of how important that is. Chair Duquette said that this has been going on a long time, since the late 1980’s. The feedback is that they don’t like getting an award like that, but it’s really cool seeing their peers getting awards. He noted that the awards were appreciated. He said that people really appreciate what the Committee of Merit people do, and that staff members on that Committee are Director Mason, Stacey DeVol, and Sue Beaudoin.

IV. COMMITTEE REPORTS

Item 1. Emergency Medical Services. Chair Duquette stated that Chief Prentiss is at a conference in Conway. He reported on the following items:

- (a) Protocol Development—The Content Review Committee, whose members were appointed by Commissioner Flynn, has been working since November 2003. It is going real well, and a lot of good feedback has come out of that. It is being done to make sure that all protocols are updated and meet the standards for today.
- (b) Statewide Trauma System Workshop—To be held November 10, 2004 at the Inn at Mills Falls in Meredith. This will be a real good conference to attend if you are interested in EMS issues.

- (c) Nerve Agents—Protocol has been approved for nerve agents. With all the terrorism issues, there has been discussion about EMS response, and what you can do and can't do.
- (d) TEMSIS—Seven sites are on line in the State where we have EMS Units that are sending in their data electronically. Initially there was a lot of concern for this as it would take someone up to an hour to complete the report for an emergency call. Director Mason said that one agency now has an average of nine minutes to do a report.
- (e) National Scope of Practical Model—There is a New England wide meeting scheduled for November 5, 2004 here at the Fire Academy.
- (f) Director Mason said that we could email Chief Prentiss' report to Commission members before the Commission meetings from now on.
- (g) Director Mason said that the name of this Commission has been changed in the laws to Fire Standards & Training and EMS Commission. He thinks that someone just did a search and find on the computer. He has talked to Assistant Commissioner Sweeney about getting that changed back.

Item 2. Fire Marshal's Office. Director Degnan was absent.

Commissioner Murdough said that at the last Commission meeting Director Degnan mentioned the new Fire Code. Commissioner Murdough stated that this has a significant impact on schools. He said that he has been working with Director Degnan's office. Commissioner Murdough said:

- (a) A major change in Chapter 13 is that all assembly areas will have to have trained crowd control managers for public events, not just events of over 1,000 people.
- (b) They are to hold safety briefings before all public events.
- (c) They must inspect all egress routes before the public event, and file an inspection report.

Commissioner Murdough noted that the public hearing at JLCAR was September 20 and he understands that there was no testimony given.

Commissioner Heglund asked what they consider a public event. Commissioner Murdough answered that, if it's a school assembly with only staff and students, it's not a public event. Lunch is not a public event; that was a big concern that many had. A basketball game or a performance in the auditorium would be public events.

Item 3. Forest Protection Bureau. Regional Ranger John Dodge was present to represent the Forest Protection Bureau. He reported on the following items:

- (a) Moment of Silence—He thanked everyone for the moment of silence at the beginning of the meeting for Firefighter Daniel Holmes of Rochester, who was 26 years old. He was hired this year as an interagency hotshot. He noted that they have been emphasizing for almost ten years now that the majority of injuries and fatalities happen during small and isolated incidents; this was a four-acre fire.
- (b) Fire Towers—The fire towers will be closing next Thursday, October 14. Pack Monadnock fire tower that was mentioned in last month's Minutes is almost finished. Unfortunately they won't be opening that one this year.
- (c) New Bureau Chief—They are down to one candidate, who has not been offered the position yet as they are currently doing the law enforcement background checks before a conditional offer is made. The candidate is from New Hampshire, but is not an in-house candidate.
- (d) Complex Incident Management Training—The National Association of State Foresters, in conjunction with the National Wildfire Coordinating Group (NWCG), in the course of this year conducted what is called Complex Incident Management Training. Something similar to this was started here at the Fire Academy in 1995, what are considered 400 level courses through the NWCG and the NIMS Incident Command System (ICS).

The 400 level courses are the highest level of certification you can get on the road. At a facility the highest level of NIMS training is the 500 level courses for NWCG that is taught only in Tucson, Arizona. This started in February with section chief and command and general staff position specific training that was held in Gettysburg, PA. Command and general staff training was held in June in Harrisburg, PA, which was a weeklong course that took the people from the February course and formed organized teams according to geographic areas. There was a team there from the Northeastern Forest Fire Protection Commission; Ranger Dodge sat on that team as a logistics section chief.

Two weeks ago, back in Gettysburg, they conducted the formal CIMC training where they take the 64-hour 500 level course that is taught in Arizona and compress it into five and a half days. The only tweak to it is that the 500 level NWCG courses are ICS courses for fire only; and the CIMC course that they have taken on the road, which they recently developed, includes mass casualties,

floods, tornadoes, and crowd incidents. Ranger Dodge also attended that course. This is the first time that something like this has occurred in the northeast since similar programs were hosted here at the Fire Academy in 1995.

The additional push was put in place partially for financial reasons; the states can't afford to send people to Arizona for two weeks at a time to get this type of training. Part of it was interaction with the US Forest Service and FEMA to create more of these incident management teams throughout the US.

This year there are only 17 Type I teams for the entire country. The Type II incident management teams are at a similar number. The program was a success. Out of the five teams that attended from various states in the northeast and the mid-Atlantic portion, four of those teams passed the selection criteria. Where they go from here is to get these teams assigned to actual incidents.

Item 4. Emergency Preparedness and Security. Chair Duquette said we will remove this item from the Agenda as the Committee does not meet on a regular basis now.

Item 5. Curriculum Review. Chair Duquette reported that the Curriculum Status Report is in each Commission member's packet and is as follows:

CURRICULUM STATUS REPORT
October 7, 2004

- (a) Driver/Operator Series:
 - (1) Pumps:
Classes were scheduled in Hudson and Londonderry in September.
- (b) Hazardous Materials Series:
 - (1) Operations:
This program is well underway at this point with no problems reported.
 - (2) Technician:
The trailer is proving to be a valuable asset and will be an on-going work in progress. A class has been scheduled for Gorham this fall.
- (c) Aircraft Rescue & Fire Fighting:
We have just completed the first 40-hour certification class and will be meeting soon to evaluate the course delivery. For the moment the program was successful. A 40-hour program is planned for this fall with a number of eight-hour recertification classes planned as well.
- (d) NFPA 1030 Series:
 - (1) NFPA 1031, Standard for Professional Qualifications for Fire Inspectors and Plan Examiners:

At this point classes will be scheduled periodically as they consistently fill up. We are ready for Inspector II visiting committee soon.

- (2) NFPA 1033, Standard for Professional Qualifications for Fire Investigator:
Is in progress and looking at two separate programs, one a one-week course for firefighters, and a two-week course for fire investigators. At this point it looks as though the New York curriculum is being considered for both classes. Awaiting for information from the committee at this point.
- (3) NFPA 1035, Standard for Professional Qualifications for Public Fire and Life Safety Educator:
Will probably follow the 1033 Standard.

Chair Duquette reported that former Commissioner Hatfield was in charge of this series. He appointed Commissioner Landry to that position now.

- (e) Rescue Series:
 - (1) Structural Collapse:
No pilots scheduled as yet.
 - (2) Confined Space:
There is a class scheduled in Portsmouth in October.
- (f) NFPA 1001 Firefighter I and Firefighter II:
Train-the-Trainers have been successful thus far with over 250 instructors attending both at the Academy and in the field from Littleton to Hollis. More will be scheduled this fall.

Commissioner Butts reported that we are doing more train-the-trainers now.

- (g) NFPA 1021 Fire Officer:
This program is ready to go this October. Currently being delivered this week.

Chair Duquette reported that the new Fire Officer program started this week.

- (h) NFPA 1041 Instructor:
A Train-the-Trainer and a bridge course for instructors of 1041 was scheduled in September. Approximately 18 instructors were in attendance with six being first time additions. A bridge course for all instructors is scheduled for November.

Commissioner Carrier reported that there is a bridge course scheduled and a pilot program scheduled now.

- (i) NFPA 1051 Wildland Firefighter:
The Visiting Committee for Wildland Firefighter recently met for the first time. The second meeting was September 15 at the Academy. Wildland Firefighter I and Firefighter II were discussed. Looks like the NWCG curriculum may be used.

Ranger Dodge stated that the NWCG curriculum “must” be used, not “may” be used.

Chief Rosolen said that they had looked at Wildland Firefighter I. However, if they are going to teach NFPA 1051, then they should do the whole 24 hours together and not split it into 16 hours with 8 hours later. That will help a lot with certification.

Chair Duquette said we will look at that proposed curriculum in November.

(j) Other:

Visiting Committees for the following in accordance with the Commission vote on February 3, 1999 are about to commence in the near future once the committees are established. Hopefully to be established this meeting.

- (a) NFPA 1002 Aerial Apparatus needs to be brought on line as soon as possible.
- (b) NFPA 472 Hazardous Materials Decontamination is currently being revised by Program Coordinator Dave Jones and Captain Andy Anderson, adding Weapons of Mass Destruction to make it current.

Item 6. Retreat. Director Mason had distributed copies of the Commission Action Items from the June 3, 2004 Retreat as put together by Commissioner Murdough. Those items are:

COMMISSION ACTION ITEMS FROM RETREAT 6/3/04

1. Address practical training for company officers and chiefs.
2. Investigate opportunities for inter-state courses, particularly on topics where it is difficult to assemble enough participants to justify a class.
3. Investigate training opportunities for training officers in the planning and management of local department training by exploring all potential sources.
4. Look at the relationship between the formal training offered by/through the academy and the training conducted by local departments.
5. Improve benefits for instructors, particularly pay and retirement.
6. Develop a marketing program and incentives to increase instructor participation.
7. Data Collection: staffing turnover, time to fill vacancies, transition from call/volunteer to full time, out of state transfers, age of recruits.
8. Look at the expectations of the public.
9. Look at expectations of recruits compared to reality of life in the fire service.
10. Provide training for company officers and chiefs on how to understand and motivate the younger generation of recruits.
11. Discuss recruiting issues with neighboring states.
12. Stress the public service aspect of the fire service.
13. Publicize the retirement benefits available to call/volunteer fire fighters.
14. The commission should go on the road.
15. Explore the issues of continuing education and periodic physical agility testing.
16. Provide a multi-purpose training facility at the academy for conducting training in inclement weather.

17. Provide facilities and opportunities for organized daily physical fitness training at the academy.
18. Develop a real property master plan for the academy grounds.
19. Obtain resources to provide a remote training site in the north country.
20. Continue to support the existing remote training sites.
21. Review certification issues for wildland fire training per NFPA 10-51 with DRED.

Commissioner Murdough said that, in reviewing the items, he feels they should be grouped for discussion as follows:

- 1, 2, 3, 10 - Training of Officers
- 5, 6 - Recruiting of Staff Instructors
- 8, 9, 11, 12, 13 - Recruiting of Firefighters
- 16, 17, 18, 19, 20 - Facilities

Motion was made by Commissioner Murdough, seconded by Commissioner Russell, that for discussion purposes we group the Commission Action Items from the June 3, 2004 Commission Retreat as follows: Officer Training 1, 2, 3, and 10; Staff Instructors Recruitment 5 and 6; Firefighters Recruitment 8, 9, 11, 12, and 13; Facilities 16, 17, 18, 19, and 20; Other 4, 7, 14, 15, 21.

Director Mason suggested that, since the November Commission meeting is restricted to two hours, Commissioner Murdough email the grouped list to everyone in order that each Commission member may prioritize the items as they would like to see them. Director Mason said that way we can discuss those choices and set the priorities at the November Commission meeting, and start the discussions at the December Commissioner meeting. Commissioner Murdough agreed to do that.

Motion passed unanimously.

Item 7. Academy Awards. Commissioner Weden was absent.

Director Mason said that the invitations will be going out by the end of next week, and the citations are being completed. He said that Bruce Taylor will be our photographer again this year, and Bruce will also be taking Commission members' photos for the reception area wall. He noted that Mrs. Rand will be here for the ceremony. He hasn't spoken to Ginny Fitz yet.

Director Mason reminded everyone that the schedule for November 4 will be:

- 3:00 p.m. - Regular Commission Meeting
- 5:00 p.m. - Ceremony Rehearsal
- 6:00 p.m. - Dinner

7:00 p.m. - Academy Awards Ceremony

Director Mason said that Candace Glickman sang the National Anthem last night at the Committee of Merit Awards Ceremony. He said he will get her or someone else to do the same thing at the Academy Awards Ceremony.

V. REPORT OF THE DIRECTOR

Item 1. Director's Report #83. The Director's Report was as follows:
Director's Report #84
October 7, 2004

1.) HARMLESS HAZARDS TRAILER

The Division of Fire Standards and Training and Emergency Medical Services has been awarded a grant for an "Augmented Virtual Reality" fire fighting training prop. This will be delivered prior to the month's end, and we will start Division training on the operation of this equipment. Basically it is computer based virtual reality, however the trainee wears an SCBA mask and actually puts the fire out with a hose line with a real nozzle. This is the first in the country type equipment! Harmless Hazards is based in Bedford, NH.

Director Mason said that this trailer will be useful for career days and for industrial type training; it will be very good. This is actually a three-dimensional world. It is being purchased for \$400,000 by a grant from the Navy.

2.) NORTH AMERICAN FIRE TRAINING DIRECTORS (NAFTD)

The annual meeting of NAFTD, which I serve as secretary for, met this past week in Westminster, British Columbia. The meeting was attended by about 35 state and provincial fire training directors. We toured the BC Justice Institute and their fire training facility. The highlight for New Hampshire was the accreditation report where we were recognized as the fastest growing accredited agency...over 2,000 accredited certificates in FY'04! The 2006 NAFTD annual meeting will be in NH!

Director Mason said that we had 109 certifications issued in FY'03 and went to over 2,000 in FY'04. He explained that the large increase is due to the fact that in FY'03 we sent the certification application to the students, and they would have to send away for and pay to get their own certificates. Now we actually buy a number of accreditation certificates and send them to the students ourselves.

3.) US ATTORNEY – DISTRICT OF NH

We have entered into a pilot program with US Attorney Tom Colantuono regarding emergency office space. Should there be a problem and their office must be evacuated, Classroom 5 will be their emergency digs where they are placing equipment to maintain communication capabilities.

Director Mason said that the Memorandum of Understanding that we have with the US Attorney is a three-year contract, and is listed as a trial.

4.) NH FIRE SERVICE COMMITTEE OF MERIT

Last night was the annual award night for events in calendar year 2003. There were 82 individuals bestowed Unit Citations, six class III awards, the Aubrey Robinson Fire Prevention Award, and one meritorious service award.

Director Mason stated that two of our part-time staff members, Scott Merrill and Andy Biron, were recipients of awards. He said that Pip Adams was the recipient of the Aubrey Robinson Fire Prevention Award. The Meritorious Service Award went to the Professional Firefighters of NH, and this was the first time that award went to an organization.

5.) TRADE REGION I MEETING

September 23 and 24, New Hampshire hosted TRADE Region I, which consists of the six New England State Training agencies and the ten New England Metro-Fire Department Training Officers. We met at the Dowd Inn in Lyme, NH. (In the 60's this was a single family home and I mowed the lawn!)

Director Mason said that TRADE will be meeting in Worcester in the spring.

Other items discussed were:

- 6) Director Mason said that he is helping Gilmanton with their Fire Chief oral board tomorrow, October 8. They have five people to interview, and two of the interviews will be by telephone.
- 7) Commissioner Russell asked if Director Mason knew that Maine is proposing a fire academy, and they are trying to use part of Loring Air Force Base for it. Director Mason said that the location Maine has picked is six hours from the center of population. Maine's budget and their personnel budget are less than ours are. They wrote a Firefighter I curriculum. Director Mason said he told them

we don't write curriculums. He explained to them that we use a visiting committee, which makes recommendations to the Commission, which has the approval authority.

- 8) Commissioner Pratt asked if we missed the last round of the Firefighters Grant Program. Director Mason replied that he got the report that was distributed off the computer yesterday. The last town listed was Fremont.
- 9) Director Mason stated that he needs some guidance from the Commission members regarding a definition of "entry-level full-time personnel." Under Chapter 21-P:25, we need to add (d) under section II:
"Entry-level full-time personnel" means any fire service personnel not in 21-P:25, 2, (c) who has not served in a full-time capacity and is beginning a full-time career in the fire service.

Director Mason asked if he is on the right track. He asked if we want to change the time to meet the career requirement to six months with a six-month extension.

Commissioner Butts said that, if the person is fired, they lose their retirement. Chair Duquette said so you quit for one day, and then get rehired. Commissioner Landry said that would be your second time hired. Ranger Dodge stated, no, that person didn't meet the requirements of his/her initial hiring; so they are getting initially hired the second time around.

Director Mason thanked them for their input.

VI. OLD BUSINESS

Item 1. C2F2. Chair Duquette stated that we need to discuss (a) the Commission's ability to extend the period of time for C2F2 beyond one year, and (b) the definition of "fire service personnel" versus the definition of "firefighter." The definitions issue opens Pandora's box on certification levels above firefighters.

Chair Duquette said the current definition of "fire service personnel" means firefighters, fire officers, rescue personnel connected with fire departments, fire prevention officers, inspectors, investigators, fire instructors, public education specialists, fire alarm personnel, or any other personnel who are members of fire departments or fire-related state agencies, whether full- or part-time." He said that our issue with C2F2

has always been full-time firefighters. He said the discussion needs to be where we go from here. We need a pulse of the Commission members of what your thoughts are.

Director Mason stated that the RSAs are set by the Legislators, not by us. He said that in 21-P:27 (b) it says “the establishment of minimum educational and training standards for fire service personnel.” He said that, if you go to section 700 of the Rules, it deals with firefighter mandatory standards. It never gets into “fire service personnel.” The issue is there are departments that hire typically administrative type staff from another state. Right now he doesn’t think the rules apply to anything but firefighters. The transfer language does not say “firefighter;” it says “fire service personnel.” Retirement says “firefighters” have to be in Group II, and it defines “firefighter” for the purposes of that, which includes everybody. But it also says that you have to meet all the physical and the certification requirements of the Fire Standards & Training Commission. Director Mason stated that his question is, if there are no certifications and physical requirements for that particular position, they comply. He said he has an opinion from the Attorney General’s Office from approximately six years ago, which says that because the Rules state “firefighter,” that is the case. We could look at each job description and, if it says “fire fighting duties,” you could say you have to meet that criteria. He said that in his opinion that would be very difficult to do.

Director Mason said that 701.02 “full-time career firefighters shall within one year of original appointment complete the program of study. The Commission at some point in time voted that when it says “original appointment,” that means your original appointment when you first became a full-time firefighter provided there is no break in service. All of a sudden these are now surfacing, and he doesn’t know why.

Director Mason explained that our law, RSA 21-P:29, I., contradicts the Department of Labor law, RSA 273-A:1. IX, (d). Ours gives up to two years on probation, and theirs says probation cannot exceed one year. We need to get these two laws to compliment each other. He said that some departments have a six-month probationary period, and he doesn’t know where that stands. Director Mason asked for advice from the Commission members.

Commissioner O’Keefe asked what happens if we hire somebody who is technically classified as a firefighter under the Retirement system and somehow as a firefighter under FST rules from out of state who might not meet our minimum training requirements. Director Mason asked if he means a “firefighter;” Commissioner O’Keefe said no, a chief or an

inspector. Director Mason replied no. He said he has a memo of advice from the Attorney General's Office from 1997, which states firefighters not defined by statute or administrative rule. He said we are all set for firefighters. He stated that what we are looking at now is (a) what is the rule going to be for C2F2, and (b) are we going to do "fire service personnel" or "firefighters." He said the issue is hiring someone from out of state. Commissioner O'Keefe asked if the person's other state certifications apply. Director Mason replied that there are only two other states that have mandated requirements, so it would be a hodge-podge. He noted that nobody could have reciprocity with C2F2 because that is our own program.

Commissioner Butts said that the definition of a "firefighter" should be anyone who performs the duties of a firefighter. If they are hired as a lieutenant, they are not required to take C2F2. However, if their primary duty is fire fighting, they should meet the requirement. Administrative duties are only a part of the job.

Chair Duquette stated that the other half of this discussion is that they have to complete C2F2 while they are on probation. They can't be a permanent employee and have an extension.

Commissioner Murdough said that his understanding is that definitions usually only apply to that statute and do not carry over. A Labor Relations definition may not carry over to other statutes. The definitions section usually starts out with "in this chapter." A firefighter might not be a part of the bargaining unit and might not be able to vote in the union while on probation. He stated that we should probably ask an attorney. Director Mason noted that he will be meeting with Commissioner Schlitzer at lunch.

Chair Duquette asked if we are really closing the door if we say you have to be C2F2 before being hired; is that a hardship. Director Mason said that there may be 15 people with C2F2 now looking for a position. He said that one of the things he is looking at in Retirement, they are sending us the paperwork now so we know if someone has not met the requirement. We will give them a space in C2F2 along with a bill for \$280.

Commissioner O'Keefe said maybe we should change to candidates having Firefighter II and C2F2 by the time they are hired.

Chair Duquette asked about the person who goes over his/her probationary time. Commissioner O'Keefe said to give them a year to complete the requirement. Chair Duquette said, if the person doesn't

complete it in the first year, he/she is now off probation, are you going to fire him/her? He noted that extenuating circumstances happen. If a female candidate goes to C2F2, finds out she is pregnant and can't finish, do you fire her? Commissioner O'Keefe said yes because she did not meet the probation requirement.

Commissioner Russell asked if municipalities are going to call their personnel something other than "firefighter." Chair Duquette answered that yes, it is happening.

Ranger Dodge stated that there is a federal analogy to this. If a person is a financial person and he/she wants to go on the fire line, they are not allowed unless they take the arduous fitness test.

Commissioner Landry said that we have to watch that spot. He said he hates to discourage someone from coming because they have to go to C2F2.

Director Mason said that, if you go to Florida, they have reciprocity. However, you have to meet their 300 hours of training requirement. Our training is close to that 300 hours.

Director Mason stated that to have C2F2 as a pre-employment requirement, he thinks we would need a five-year window.

Commissioner Russell asked if we can put a percentage on the requirement if they are doing some fire fighting duties. Commissioner O'Keefe answered 51 percent. Commissioner Butts asked what if the person only does fire fighting duties five percent of the time; can we go on intent of the position. He said that Manchester Airport hired everyone but two as officers. Director Mason said that, if you hire a person as a lieutenant, you go through all the items to see how that person got there.

Commissioner Landry stated that "full-time" is defined in the law, and it should mean full-time for the first time in this State. They should have six months to complete C2F2, with one six-month extension. In 2010 they should have to meet the C2F2 requirement before they can be hired.

Chief Rosolen said that he thinks there are some smaller fire departments that need some education on hiring. We have 30 people in the next class and they are already hired full-time. He agrees with changing "fire service personnel" to "firefighters," and thinks that the word "primary" with functions is a good addition.

Director Mason said the “entry-level full-time firefighter” would need to be defined. He suggested “any person beginning a full-time career in a full-time position.” If they have been full-time in the fire service anywhere, they would be exempt.

Commissioner Russell asked if we can set it up that the Director makes that decision and they appeal to the Commission. Director Mason said that it would be under “delegation.”

Director Mason explained that this is going to need legislation, and he thinks we have until some time in November for the Legislature. He will be meeting with Commissioner Schlitzer and Marta Modigliani some time next week on this issue.

Director Mason noted that we have sent a copy of the letter we sent to Chief Norm Skantze about his employees to Retirement; we haven’t heard from them yet.

Item 2. Definition of Cheating. Chair Duquette said that we are still working on the definition of “cheating” as far as testing goes. They will be meeting with Commissioner Schlitzer and Marta Modigliani to discuss this after this Commission meeting ends.

VII. NEW BUSINESS

None.

VII. GOOD OF THE ORDER

Item 1. “Ladder 49.” Commissioner Hoglund asked if anyone has seen the new movie “Ladder 49” starring John Travolta. Commissioner Hoglund said the actors went to the Maryland Fire Academy, and they said the hardest part was the maze trailer. Director Mason explained how the maze trailer works, and said that every Firefighter I candidate goes through it. Ranger Dodge further explained that the trailer is changeable, so it doesn’t do any good to memorize it.

IX. ADJOURNMENT

Motion was made by Commissioner Landry, seconded by Commissioner Murdough, to adjourn at 11:50 a.m. Motion passed unanimously.

Respectfully submitted,

Richard A. Mason, Director

Items distributed at meeting:

1. Agenda 10/07/04
2. Director's Report #84
3. Minutes of Meeting – 09/02/04 – Not Approved
4. Minutes of Meeting – 07/21/04 – Approved 09/02/04
5. Number of Personnel Certified in NH 07/01/04 to 09/30/04
6. Curriculum Status Report 10/07/04
7. US Dept. of Homeland Security Assistance to Firefighters Grant Program 06/01/04 to 09/30/04
8. Motions Passed & Committees Established – FY'05
9. Motions Passed & Committees Established – FY'04
10. Commission Action Items from Retreat 06/03/04
11. Department of Safety FS&T Commission Chapters 21-P:25 through 21-P:33; Department of Labor Public Employee Labor Relations 273-A:1; NH Retirement System Chapters 100-A:1 and 100-A:3